# Research Scientist Supervisor I (Veterinary Sciences)

*Essential Task Rating Results*

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| 1 | Plan, organize, analyze, and direct scientific research studies of livestock and zoonotic diseases. |
| 2 | Plan, organize, analyze, and direct disease investigations of a broad scientific scope and complexity of livestock and zoonotic diseases. |
| 3 | Make independent decisions in the veterinary scientific field. |
| 4 | Serve as advisors or consultants to other lower-level scientists conducting studies in the veterinary scientific field of expertise. |
| 5 | Provide scientific advice and guidance on livestock disease control, mitigation, surveillance, and eradication to the Department, other state, local, or federal agencies. |
| 6 | Plan, organize, analyze, and direct disease mitigation, control, and eradication of livestock diseases of broad veterinary scientific scope and complexity. |
| 7 | Coordinate with professional staff from other state, local, or federal agencies to conduct highly specialized phases of a veterinary scientific project or investigation. |
| 8 | Adapt methods, techniques, and procedures to carry out assignments. |
| 9 | Publish or present veterinary scientific research or investigations to the Department, colleagues, academia, legislature, scientific experts, industry members, and the public. |
| 10 | Interpret scientific research and provide the results to others. |
| 11 | Prepare budget and organize staff for scientific research projects, emergency preparedness or response, or other statewide activities. |
| 12 | Represent the Department in promoting, explaining, and coordinating veterinary scientific research. |
| 13 | Act as a veterinary science subject matter expert for the Department. |
| 14 | Maintaining knowledge, skills, and abilities of current veterinary science and technology, |
| 15 | Assist with development of state and national laws, rules, regulations, policies and procedures to control and eradicate livestock diseases. |
| 16 | Design, conduct, analyze, and draw conclusions from research studies and scientific investigations in veterinary science, public health, environment, food safety and security. |
| 17 | Use epidemiologic techniques requiring an understanding of the science, clinical, and laboratory aspects of livestock and zoonotic (transmission of disease between animals and humans) diseases. |
| 18 | Requires knowledge in veterinary preventive medicine, food safety and security, toxicology, pathology, and lab animal medicine. |
| 19 | Responsible for the design, application, and analysis of scientific research or investigational activities involving the ecology of disease transmission through animals (domestic, wildlife, and laboratory), humans, food sources, and/or the environment. |
| 20 | Investigate livestock disease outbreaks, environmental toxicology problems, and food borne illness outbreaks using scientific risk assessment procedures. |
| 21 | Identify the potential sources of infection and contamination in livestock disease outbreaks, environmental toxicology problems, and food borne illness outbreaks using scientific risk assessment procedures. |
| 22 | Control and eradicate livestock disease outbreaks, environmental toxicology problems, and food borne illness outbreaks using scientific risk assessment, scientific research on the source of infection, and the implementation of quarantines, biosecurity procedures, and eradication methods. |
| 23 | Apply statistical and surveillance techniques to analyze and draw conclusions from scientific investigations to understand the distribution and determinants to control and eradicate infectious agents. |
| 24 | Respond during emergency disease control efforts and provide veterinary medical support |

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| | and implement disease control measures to any location in California. |
| 25 | Collect biological specimens from healthy, sick, injured, captured, or dead animals. |
| 26 | Exercise a high degree of initiative and independent judgment. |
| 27 | Monitor project plans to include risks, alternatives, deliverable deadlines, budgets, and resources needed to achieve program goals and objectives. |
| 28 | Prepare, review, and revise work plans including the development of goals, timelines, objectives, tasks, and identifying resources needed to complete projects to ensure policy, procedural, and regulatory compliance. |
| 29 | Provide technical expertise and recommendations in specialized areas to staff, management, and outside agencies to assist in the development and analysis of programs and projects. |
| 30 | Facilitate meetings to discuss information that is necessary for program research and/or to resolve issues pertinent to the area of research. |
| 31 | Coordinate the work of others in planning, organizing, and conducting studies, including program development and evaluation projects. |
| 32 | Confer with board members, other stakeholders, or other executive members to discuss issues, coordinate activities, or resolve problems. |
| 33 | Direct, plan, or implement policies, objectives, or activities of organization/department to ensure continuing operations, and maximize efficient allocation of resources, or to increase productivity. |
| 34 | Determine work priorities, scope of assignments, and establish deadlines to ensure objectives are met effectively. |
| 35 | Prioritize the handling of problems or issues related to the progress of work projects or assignments to mitigate delays. |
| 36 | Conduct or oversee hiring to ensure adherence to Equal Employment Opportunity (EEO) regulations. |
| 37 | Serve on interview selection panels for vacant positions to decide or make recommendations to appointing authority on selection of individuals. |
| 38 | Hire new employees into the work unit to fill vacant positions and ensure adequate staff levels and expertise. |
| 39 | Delegate and assign work to staff based on need in functional areas. |
| 40 | Comply with employee safety policies of the hiring agency including medical evaluations and the use of personal protective equipment. |
| 41 | Monitor the work of employees to ensure that it meets quality, quantity, and timeliness standards. |
| 42 | Adhere to collective bargaining agreements to ensure compliance in the course of supervising represented employees. |
| 43 | Identify and resolve employee performance problems by planning and implementing measures to improve employee performance. |
| 44 | Collaborate with Human Resources office and Legal office to determine the need for appropriate disciplinary action for employees to ensure satisfactory performance of employee. |
| 45 | Train staff in data collection, analyses, and reporting using various methods (e.g., on the job training, presentation, peer feedback, formal training) to ensure accuracy, completeness, and consistency. |
| 46 | Investigate and answer questions and complaints in response to various customer service needs by providing information, program updates, and explaining policies and procedures. |
| 47 | Write letters, memos, and other correspondence using word processing and other software for the purpose of communicating and disseminating information. |
| 48 | Write documents (e.g., white papers, issue briefs, technical briefs, fact sheets) that summarize the background, methods, results, conclusions and recommendations of studies, program development and evaluation projects for readers with varying degrees of technical expertise. |

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| 49 | Read and interpret policy manuals, legislative guidelines, departmental manuals or other written materials related to relevant tasks or assignments. |
| 50 | Develop and deliver presentations to advise management, departmental staff, legislative bodies, governmental entities, commissions, agencies and advocacy groups on findings related to the assigned areas of research. |
| 51 | Develop and deliver informative presentations on a variety of topics (e.g., research studies, demonstration projects, program evaluations, issues, and recommendations) at conferences and meetings to audiences with varying degrees of technical expertise. |
| 52 | Participate in training and conferences to develop and maintain knowledge, techniques, skills, theory and principles, statistical analyses, research design and methodology, and computer software. |
| 53 | Advise management on program related issues, including priorities, needed resources, and timelines. |
| 54 | Develop immediate and long-range work objectives. |
| 55 | Responsible for a small unit of scientific and non-scientific staff. |
| 56 | Supervise and provide administrative guidance and direction to supervised personnel. |
| 57 | May act as a lead for group of peers. |
| 58 | Recruit, train, and supervise appropriate personnel. |